



Information for Schlumberger employees – pension and insurance plans

Valid from 1st of December 2016.

Table of Contents

Contact Information	3
Reporting a claim	4
Who is covered by the insurance	4
Premiums and tax	4
Pension	5
Retirement pension	5
The National Insurance Scheme	6
Contractual pension (AFP)	7
Defined contribution pension scheme	8
Disability pension	9
Personal insurance	10
Compensation for permanent medical disability	11
Compensation for permanent inability to work	11
Compensation in the event of death	12
Who receives compensation in the event of death?	12
Travel insurance	13
Health insurance/Treatment insurance	14
Aon Private Health Insurance	15
Termination of insurance	17
Words and expressions	17

Reservations

The information on the next pages contains the main points regarding the insurance agreements. This document is not exhaustive and neither is it legally binding. It is the agreements that have been entered into between Schlumberger companies in Norway and the insurance companies that contain all the details and will legally cover all circumstances that might arise.

The insurance plans may be changed at any time by Schlumberger.

Contact Information

Schlumberger Companies

Contact person	Direct telephone	E-mail address
Debbie Livastøl	+47 51 94 64 23	askhr@slb.com
HR Service phone	+47 51 94 67 45	askhr@slb.com
More information at Schlumberger Hub: http://www.hub.slb.com/display/index.do?id=id2498889		

Aon Norway AS - The Company's insurance adviser

Stortingsgata 6
 Postboks 1503 Vika
 0117 OSLO
 Telephone 67 11 22 00

Contact person – pension	Direct telephone	E-mail address
Silje Kristoffersen	+47 90 10 81 47	silje.kristoffersen@aon.no
Jørn Bjerke	+47 93 40 30 74	jorn.bjerke@aon.no

Contact person – personnel insurance	Direct telephone	E-mail address
Mai Linn Pettersen	+47 92 04 16 50	mai.linn.pettersen@aon.no
Eivind Byberg-Hansen	+47 91 32 38 43	eivind.byberg-hansen@aon.no

Insurance providers to Schlumberger

Product	Supplier
Defined contribution pension	DNB
Workmen's Compensation, Accident, Other illness and Group life	DNB Livsforsikring
Health insurance	Vertikal Helse
Travel insurance	AIG Europe

Reporting a claim

If you need to make a claim, please contact the person in your company who is responsible for the insurance. They will be able to assist with reporting the claim.

Claims settlement is handled between the claimant and the insurance company. Aon Norway AS acts as broker for the personal insurance and can also assist claimants if any problems or disagreements should arise during claims handling.

Travel to potentially dangerous areas

If you are travelling to any areas affected by conflict or other unrest, insurance must be extended to cover such risks. Contact the person in your company who is responsible for the insurances.

Further information and advice can be found on the Ministry of Foreign Affairs website:

<https://www.regjeringen.no/no/tema/utenrikssaker/reiseinformasjon/velg-reiserad/id2414578/>

Who is covered by the insurance

All permanent employees aged over 20 who work at least 20% are included in the pension plans. All permanent employees who work at least 20% are included in the insurance plans from their first day of employment. For full coverage, it is a requirement that the employee is 100% fit for work at the time of joining and is a member of the Norwegian National Insurance Scheme.

Qualifying period – other illness

No health assessment is required when joining, there is only a requirement for 100% fitness for work. However, there is a qualifying period of two years for some policies. This means that the insurance company may decline to compensate for disability that arises within two years after inclusion in the scheme or increased coverage of existing scheme.

Premiums and tax

As an employee you are liable for tax on insurance premiums that your employer pays for, except for occupational injury insurance and business travel insurance. The company will report insurance premiums to the tax authorities. Compensation paid from insurance is tax-free, with the exception of compensation for actual loss of income until the date of settlement.

Contributions to pension plans are not liable for tax, but the eventual pension that is paid out, is liable for tax as "pension income".

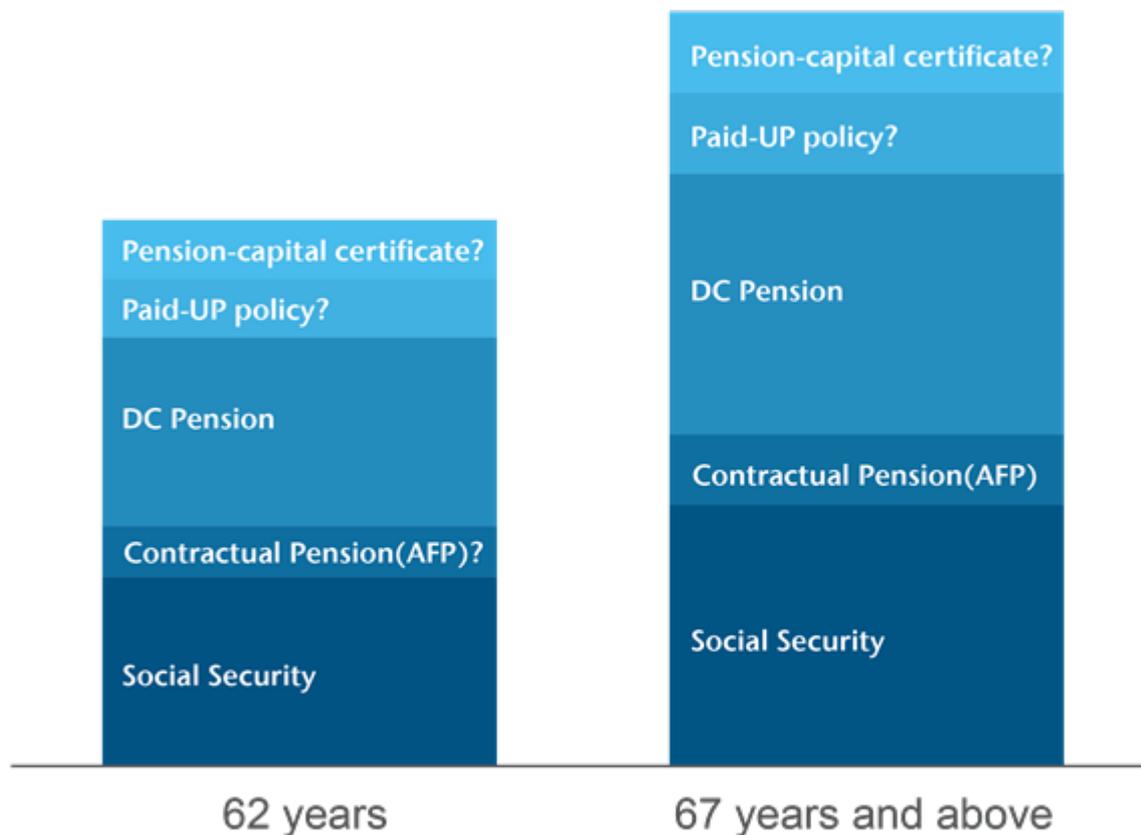
Pension

Retirement pension

Your retirement pension may consist of the following elements:

- Retirement pension from the National Insurance Scheme.
- AFP (contractual pension).
- Defined contribution pension with your present employer.
- Any paid-up policies or pension capital certificates from your current or previous employers.

Pension payout is from the age of 62, regardless of employment. More pension is accrued for every additional year of employment.



The figure illustrate the pension balance at the age of 62 years or 67 years.

The National Insurance Scheme

Retirement pension under the National Insurance Scheme was changed on 1 January 2011. New models for earning and payment, life expectancy adjustment and changes to pension adjustment were introduced.

The new earning model is being phased in gradually:

- Born 1953 or earlier – retirement pension according to the old earning model
- Born 1954 to 1962 inclusive – retirement pension weighted between the old and the new earning models
- Born 1963 or later – retirement pension according to the new earnings model only

Old pension plan	New pension plan
In order to get a full pension, 40 years of service is required. The calculation is then based on the preferred 20 years, with the highest earnings.	Every year with an income gives you pension points.
Pension points are earned for salaries between 1-6G and 1/3 of salaries between 6-12G.	18,1 % of salary up to 7,1G is earned each year. The balance at retirement is increased annually according to the increase of the social security.

Payment of pension
The point of retirement is flexible in range from 62 until 75 years of age. In order to draw a retirement pension prior to the age of 67, sufficient pension rights must be accumulated. Minimum pension rights is 2G from the National Insurance scheme at age of 67.
The balance is adjusted according to the life expectancy of the retiree based on his/her age at the time of retirement.
Annual pension increases each year by working or postponing the retirement.
The pension is regulated annually based on average salary increase minus 0,75%

In addition to the retirement pension, the National Insurance Scheme has other benefits to which you may be entitled: Work assessment allowance, disability pension, spouse pension or child pension. More information can be obtained about the *National Insurance Scheme from NAV*.

Find all information about the National Insurance Scheme at NAV.no
Log in with MinID or BankID.

Contractual pension (AFP)

Earning AFP

AFP is earned at the rate of 0.314% of pensionable income up to 7.1 G for every year worked between the ages of 13 and 62. No further AFP is earned after the age of 62.

Payment of AFP

Receiving AFP payment before age 67 requires that lifetime AFP + pension from the National Insurance Scheme must be at least the guaranteed pension amount for single people, which is 2G at the age of 67. AFP can be combined with working income and retirement pension from the National Insurance Scheme.

Length of service requirement that must be fulfilled by the age of 62

To qualify, employment has to be for seven of the last nine years before reaching 62.

Transition rules:

3 of the last 5 years for those born in 1944 to 1951

4 of the last 6 years for those born in 1952

5 of the last 7 years for those born in 1953

6 of the last 8 years for those born in 1954

Length of service is deducted for the following criteria:

- Employed less than 20% of full time
- Main occupation and/or higher pay or capital income from another company

Partially disabled persons must relinquish disability pension from the National Insurance Scheme before reaching the age of 62 in order to be entitled to AFP.

The right to AFP is lost if you receive pension, redundancy payments or similar that exceed 1.5 G in annual benefit for the last three years before reaching 62.

Requirements that must be fulfilled when starting to receive payment

- At the start of payment, pensionable income – converted to annual income – must exceed the basic amount. Income received in the previous year must exceed the average basic amount.
- In employment and a genuine employee with at least 20% of a full-time position at, and for three years before, prior to payment beginning.
- A total of up to 26 weeks' leave of absence during the last three years is allowed, but you must still be employed by the company. If the reason for absence is illness, you may have a total of up to 52 weeks' absence.

Find all information about the National Insurance Scheme and AFP at NAV.no
Log in with MinID or BankID.
See your pension situation and create a forecast of your future pension.

Defined contribution pension scheme

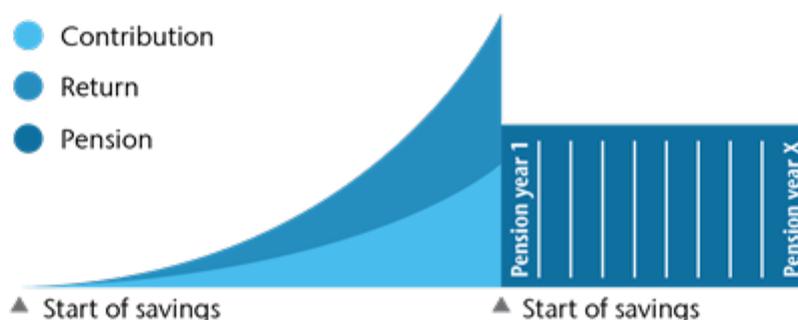
If you were employed after 01st July 2004 you are a member of the defined contribution pension scheme. If you were employed before that date, you might be member of the defined benefit pension scheme. Information below will only describe the defined contribution pension scheme. If you are a member of a defined benefit pension scheme, we refer to the annual statement that is issued out by the pension provider.

- The saving (contribution) is a fixed percentage of salary:
 - 5% of pay until 7,1 G plus
 - 7% of pay between 7,1 G and 12 G
- The contribution is paid into your individual account at DNB
- The development of the value of your saved pension capital is your responsibility.
- Your employer pays all management and administration costs.

You can choose how the pension capital in the defined-contribution scheme is invested. Investment profiles are offered with various share percentages so you can choose how much risk you want to take. Information regarding the start-up profile and the different profiles can be found by logging onto www.dnb.no website.

Payment of pension

- The pension will be calculated based on the total contributions and return on the retirement date.
- Pension can be taken out from the age of 62, is paid for 10 years and, as a minimum, until the age of 77.



The figure shows that the company makes a contribution to each employee every year, which is saved and yields a return. At pension age, the capital saved is disbursed as pension.

What happens in case of death?

The capital is paid out as pension to your surviving relatives – in the following order of priority:

1. Child pension of up to 1 G per child per year until the age of 21
2. Spouse/cohabiting partner pension
3. To the state (lump-sum payment)

Disability pension

- After 12 months' consecutive absence through illness, you may be entitled to disability pension from the pension plan your employer has with DNB.
- The disability pension from NAV, is 66 % of pensionable earnings (maximum 6 G).
- Disability pension from employer is 1 % of pensionable earnings until 12 G plus 62 % of pensionable earnings between 6 G and 12 G.
- There is also a child supplement of 3 % of pensionable earnings for every child under 18, max 3 children.
- A deduction is made from disability pension if a work assessment allowance is being paid at the same time by NAV. The maximum total payment may not exceed 70% of pensionable earnings.
- Payment is graduated according to the degree of disability, minimum 20%.
- ,Contributions will still be made to your retirement pension, for the period you remain ill or disabled, until the age of 67.
- The disability pension under the Norwegian National Insurance scheme was changed effective as of 1 January 2015, and the rules for disability pension from employers consequently need to be changed as well, probably in 2015.

You will find your disability pension amount in your annual statement from the pension provider. The pension is disbursed in relation to the degree of disability. The disability pension can be disbursed after 12 months continuous sickness.

Find all information about your defined contribution pension scheme at dnb.no.
Log in with BankID or password.
DNB can be contacted by phone 05226 or by mail kundesenter.person.liv@dnb.no

Personal insurance

Schlumberger has taken out staff insurance that can provide financial compensation to you as an employee or to your family if you suffer an accident or illness or should you die.

The insurance your employer has taken out covers:

- Statutory occupational injury insurance
- Extended occupational injury/illness
- Non-occupational accident
- Collective accident
- Group life (compensation on death regardless of cause)
- Other illness (illness that is not covered by the occupational injury insurance)
- Travel insurance (also include family)
- Health insurance

The figure below is intended to give an overview of how you are insured and shows lump-sum payments at the age of 45 (married/cohabitant) and pay of 7 to 10 G.

Compensation is expressed in G for 100% permanent disability.

Travel accidents are not included in the overview

Claim	Medical Disablement Compensation for permanent injury independent of loss of income				Occupational Disability* Copensation for permanent disability related to loss of future income				Death			
	Accident		Illness		Accident		Illness		Accident		Illness	
Event	Work	Leisure	Work	Leisure	Work	Leisure	Work	Leisure	Work	Leisure	Work	Leisure
Work/Leisure												
Workmens Compensation	40 G		40 G		22-30 G		22-30 G		15 G ET		15 G ET	
Accident		40 G				22-30 G			25 G*			
Sickness				10 G				22-30 G				
Group Life									15 G HF 25 G FT 2 G BT	15 G HF 25 G FT 2 G BT	15 G HF 25 G FT 2 G BT	15 G HF 25 G FT 2 G BT
Total	40 G	40 G	40 G	10 G	22-30 G	22-30 G	22-30 G	22-30 G	40 G 2 G BT	15 G HF 25 G FT 2 G BT	15 G HF 25 G FT 2 G BT	15 G HF 25 G FT 2 G BT
Additional	Compensation for funeral costs								0,5 G	0,5 G	0,5 G	
	Compensation to children in the event of loss of breadwinner - in addition								6,5 G	6,5 G	6,5 G	
Notes	1 %	1 %	1 %	50 %	A/O 1 % Income	A/O 1 % Income	A/O 1 % Income	A/O 50 % Income	ET, HF, FT and Accident coordinated to total 40 G		ET, HF and FT coordinated to 40 G	

A/O = Age dependent

ET = Compensation to spouse of cohabitant

HF = Compensation to heirs

FT = Compensation for loss of breadwinners

BT = Compensation to children

This cover matrix only illustrates the main points of the insurance agreements.

Compensation for permanent medical disability

Medical disability is a permanent reduction in functional ability that reduces quality of life but does not necessarily affect the ability to work. The degree of disability is determined by a doctor.

Basic compensation for 100% permanent medical disability represents:

	Work accident	Leisure accident	Work illness	Leisure/Other illness
Basic benefit	40 G	40 G	40 G	10 G
Minimum degree of disability	1 %	1 %	1 %	50 %

Compensation is made independent of age.

If the degree of disability is less than 100%, compensation is reduced.

Compensation for permanent inability to work

Compensation for permanent inability to work is intended to cover loss of future income. It is determined in relation to pay, degree of disability and age.

Basic compensation with 100% permanent inability to work and age 45/46 represents:

Pay	Work accident	Leisure accident	Work illness	Leisure/Other illness
Up to and including 7 G	22 G	22 G	22 G	22 G
Over 7 G up to 8 G	24 G	24 G	24 G	24 G
Over 8 G up to 9 G	26 G	26 G	26 G	26 G
Over 9 G up to 10 G	28 G	28 G	28 G	28 G
Over 10 G	30 G	30 G	30 G	30 G
<i>Minimum degree of disability</i>	1 %	1 %	1 %	50 %

Compensation is higher if under 45 and is reduced from the age of 47. If the degree of disability is less than 100%, compensation is reduced.

Compensation for expenses and lost income

With occupational injury/illness and non-occupational accident the following cover is provided, after individual assessment and in accordance with the insurance conditions.

- Consequent expenses/treatment expenses
- Future additional expenses
- Lost income up to the date of settlement

Treatment expenses as a result of occupational injuries are covered by the local NAV office. You must apply for the refund, attaching original receipts (six month deadline).

Compensation in the event of death

If you died before reaching the age of 70 compensation is as follows:

- Compensation to heirs 15 G
- Compensation for loss of breadwinners 25 G
- Compensation to children 2 G

It may also be paid a funeral contribution of 0,5 G and a child supplement at maximum 6,5 G by death caused by accident or occupational illness.

Who receives compensation in the event of death?

It is important that the compensation goes to the intended recipient. It is possible to include people other than the standard beneficiaries, who are:

1. Spouse or cohabiting partner
2. Natural heirs (i.e. own children)
3. Testamentary heirs
4. Other heirs in accordance with inheritance laws

Child supplement is paid directly to the child or its guardian

If you wish to make someone other than the above a beneficiary, you must complete the appropriate form and send it to the insurance company. The form is available at Schlumberger intranet.

You should be aware that a written notice in favour of another beneficiary that you have sent to the insurance company will always take precedence over the standard beneficiaries until you cancel it by writing to the insurance company.

Travel insurance

The insurance covers business travel of up to 180 days' duration, as well as holiday or leisure travel of up to 90 days' duration anywhere in the world for the employee and their family, including short day trips within the municipalities the person concerned has their home, workplace or place of education.

Family means spouse or cohabiting partner and children (your own and spouse or cohabiting partner's children). The children must have the same registered address in the National Population Register as one of the parents. Children are covered until the first annual renewal after they have turned 20 years old.

The insurance includes, *among other things*, the following:

Insurance coverage	Max. sum insured in NOK
Illness when travelling incl. repatriation	Unlimited
Luggage - per person/per family	50,000/100,000
Employer's luggage	15,000
Delayed luggage on outward bound leg - business travel/holiday travel*	6,000/3,000*
Cancellation per insurance event - e.g. due to illness - per person/per family	50,000/100,000
Delays	
Resuming planned travel route per person/per family (qualifying period 2 hours)	20,000/50,000
Accommodation expenses per person/per family	1,500/4,000
Cash carried on person/kept in safe - per person/per family	5,000/10,000
Accident	
Spouse or cohabitant - death/100% medical disability	300,000/300,000
Child - death/100% medical disability	50,000/500,000

* 2-hour qualifying period.

For more detailed information, please refer to AIG's certificate, terms and conditions for travel insurance. This is available at Schlumberger Intranet.

Please note:

- Travel insurance may have a number of limitations to cover, including limited sums insured for individual items.
- Items that are fragile or liable to be stolen (PCs, mobile phones, photographic equipment and similar) must not be sent as unaccompanied baggage.
- Delays to luggage must be confirmed by a transporter (PIR report).
- You must keep an eye on your luggage while travelling. Items that are lost will not be considered stolen.
- Robberies and thefts must always be reported to the police.
- A doctor should always be consulted to confirm that it is safe to travel if you have an illness or medical condition for which you are receiving treatment for prior to travelling.
- Luggage and illness cover while travelling does not apply when staying in one's own home, workplace or place of education in the Nordic region.

Claims can be reported digitally on www.aig.no, select "meld skade".

AIG can be contacted at phone +47 22 00 20 80 or by mail

skadekontoret@aig.no.

In the event of emergency accident, contact SOS International at +45 38 48 92 50.

Health insurance/Treatment insurance

Health insurance in Vertikal is an insurance policy that ensures you will receive fast, easy access to treatment at a hospital or an appointment with a medical specialist.

The policy covers, among other things, examinations by medical specialists, operations, outpatient surgery, hospital admissions, second opinions in the case of life threatening illnesses/injuries, crisis psychology, and physical treatment following a referral by a specialist. In addition to the standard insurance, Schlumberger have included the following:

- Up to 5 hours of physical treatment without a referral. The treatments must be used within 8 weeks from approval date.
- Treatment for drug and alcohol addiction
- Up to 12 hours of psychological treatment.

How the cover works

- When you become sick or need treatment, you must visit your family doctor/GP and get a referral to a specialist or for treatment.
- Guaranteed specialist assessment within 10 business days. Guaranteed treatment/operation within 20 business days.
- Contact Vertikal Helse once you have visited your family doctor/GP/primary health service and have received confirmation that you have a medical problem that requires investigation. **Vertikal Helse must always be contacted prior to treatment.**
- Send your referral and letter of attorney to medisin@vertikalhelse.no. The forms are available at www.vertikalhelse.no.
- Vertikal Helse covers expenses linked to treatment. The place of treatment will be selected based on where Vertikal, in consultation with you, find the best treatment. Family doctor/GP patient charges must be covered by you.

For restrictions and more detailed information, please see your insurance certificate and the terms and conditions for treatment insurance.

For more information please see www.vertikalhelse.no.

You can call Vertikal Helse's helpline for medical assistance between 08:00-20:00
on: +47 81 52 29 99

For general questions about health insurance, call Vertikal Helse's switchboard on:
+47 23 01 48 00

Aon Private Health Insurance

Through a cooperation with Aon Norway, employees of Schlumberger have the possibility to take out private health insurance for a fixed, low price without the requirement for a health declaration. There is no quarantine period but preexisting conditions will not be covered by the insurance.

The offer is also available for spouses/common law spouses, children, children in-law and grandchildren, and there is no requirement for the employee to purchase insurance for themselves to be able to purchase insurance for family members.

The health insurance is not a group insurance benefit and is completely voluntary, because of this the insurance is purchased directly by the employees and not via or by the employer.

What does it cost:

Health Insurance	Premium **
20 working days adult	NOK 1 502
20 working days children*	NOK 1 095

*Valid up to attaining the age of 21 and children then change to the standard premium at the first renewal after attaining the age of 21.

You can supplement the insurance with the following products and extended coverage:

Extended coverage	Premium **
Extended coverage psychologist*** 12 consultations for each insurance claim	NOK 924
Extended coverage emergency psychiatry*** The insurance covers up to six consultations per insurance claim	NOK 924
Extended coverage physiotherapy/chiropractor/manual therapist/naprapath/osteopath*** The insurance covers up to five treatments without referral per Insured per insurance year	NOK 715
Vertikal Direkte Single member	NOK 726
Vertikal Direkte Family	NOK 1 043

** Premium shown are including 10 % fee to Aon and is valid until 1.1.2018

*** For full terms and conditions see: www.vertikalhelse.no/bedrift and chapter 8 of the Insurance terms of 01.01.2016.

If you leave the company and have bought an insurance through Aon Private, the offer expires and you must contact Vertikal Helse if you want to continue the cover.

What does the health insurance cover

A health insurance ensures that you and/or your family receives treatment fast when suffering from an illness or accident.

With the health insurance you receive:

- Guaranteed specialist assessment within 10 working days
- Guaranteed treatment/operation within 20 working days
- Physiotherapy upon referral by a Medical Specialist
- Costs covered related to treatment, travel and accommodation ordered by Vertikal Helse
- A "Second Opinion", giving you the right to a new independent assessment of a previous diagnosis.
- Your personal medical adviser who will follow you up on your needs before, during and after treatment
- 24-hour service telephone for persons with a serious illness
- Telephone service for all our customers between 8 a.m. and 8 p.m.

How the insurance works

- When you get sick book an appointment with your GP. If necessary, your GP will give you a referral to a medical specialist or treatment.
- When you have been to your GP and established that there is a medical problem, which needs further examination contact Vertikal Helse.
Always contact Vertikal Helse prior to treatment.
- You should send the referral(s) to Vertikal by post, together with a signed Power of Attorney. You find the form for Power of Attorney on www.vertikalhelse.no. Vertikal Helse covers all costs related to the treatment. Together with you, Vertikal will choose the best place for the treatment to be carried out. You will have to cover any cost at your GP yourself. Costs covered by Vertikal Helse has no excess.

For limitations in the cover and additional information, please see the insurance certificate and the insurance conditions.

You will find further information at www.vertikalhelse.no

To buy Aon Private Health Insurance

If you are interested in buying Aon Private Health Insurance for yourself and/or your family please log on at www.aonprivat.no

Username	Schlumberger
Password	51946000

You can contact Vertikal Health phonenumber for medical assistance 08 –20 on phone 815 22 999
For general questions regarding the health insurance call Vertikal Health on phone 23 01 48 00

Termination of insurance

Staff insurance ceases when you leave the company or latest at the age of 67 (other illness) and 70 years for the other insurances. If leaving before the insurance are terminated because of maximum age, you are entitled to take out continuation insurance (individual insurance with individual premium calculation) on group life insurance, insurance for other illnesses and health insurance. The continuation insurance may have up to the same sum insured and the same age for end of cover as you had via the company. There is no requirement to provide new health information if you accept the offer within six months after the insurance company's liability ceases.

You will receive an offer to extend the insurance from your employer. The offer must be accepted within six months from the corporate insurance termination.

Statutory occupational injury insurance applies to all those working at the company, regardless of age.

You receive a pension capital certificate when you leave a defined contribution pension plan.

Words and expressions

The National Insurance Scheme's basic amount (G).

1 G = NOK 92,576 as at 1 May 2016.

Calculation factor for benefits from the National Insurance Scheme, pensions and insurance.

Spouse

Person with whom you, as the insured, have entered into a legal form of marriage or partnership. A person is no longer deemed to be a spouse if a judgement or grant of separation (for group life and staff insurance) or divorce has been given. This applies even if the decision is not yet final and conclusive.

Cohabiting partner

Person with whom you, as the insured, live in a "marriage-like relationship", if the National Population Register shows that this person has had the same residence as you for the last two years, or a person who has the same residence as and children in common with the insured (exemption from the two-year rule). However, this does not apply if there were circumstances that would have prevented a lawful marriage from being entered into at the time of the insured event. The cohabiting partnership is deemed to have ceased from the end of the day on which the above conditions are no longer fulfilled.

For travel insurance, only a common address in the National Population Register is required.

Occupational injury

An injury suffered at work, at the place of work and during working hours.

According to section 13-3 of the Social Security Act, strain injuries that develop in the musculoskeletal system over the course of time are not counted as occupational injuries. The same applies to conditions that have developed as the result of mental strain over time.

Occupational illness

An illness suffered at work, at the place of work and during working hours and that is an approved occupational illness according to the occupational illness list.

Non-occupational accident

Injury to the body caused by a sudden and unforeseen external event. The insurance does not cover injuries that have been suffered as a result of leisure or sports activities that are considered to be high-risk. Refer to the insurance company's conditions for an exact description of the exemptions and special terms that apply.

Other illness

This is illness that is not defined as an occupational illness.

Medical disability

Permanent injury or the loss of vigour or of bodily parts that reduces quality of life but does not necessarily affect the ability to work. The degree of disability is determined on the basis of a disability table established by the Social and Health Ministry in 1997.

Inability to work/occupational disability

Inability to work/occupational disability means full or partially permanent loss of the ability to perform paid work.